

**Adoption and Diabetes are key topics in November. CHFS Focus will bring you loads of information and tips geared toward awareness of these important subjects.**

**Diabetes: This week learn tips on preventing and controlling Type 2 Diabetes.**

### **Take Control to Help Prevent Type 2 Diabetes**

Diabetes is a serious, common, costly and growing public health problem. According to the 2003 Kentucky Behavioral Risk Factor Surveillance System, an estimated 8.5%, or 267,000, of Kentucky's adult (over 18) population has diabetes. An additional 109,100 residents may have diabetes, but are undiagnosed.

Approximately 90-95% of people with diabetes have type 2 diabetes. Before people develop type 2 diabetes, they may have "pre-diabetes". Pre-diabetes is when blood sugars are higher than normal but not high enough to be diagnosed as diabetes. It is estimated that 1 in every 2 to 3 adults age 40 to 64 have pre-diabetes. It is a serious condition that can lead to heart disease, strokes, and diabetes, but making a few healthy changes can lower the risk.

You are at risk for type 2 diabetes if:

- ◆ You are overweight.
- ◆ You get less than 30 minutes of exercise daily.
- ◆ You have high blood pressure.
- ◆ Your blood fat levels are not normal.
- ◆ You have pre-diabetes.
- ◆ You had a baby weighing more than 9 pounds at birth
- ◆ You have polycystic ovary syndrome.
- ◆ You have a history of blood vessel disease.
- ◆ You are 45 years old or older.
- ◆ You have a family history of diabetes.
- ◆ Your family background is: African American, Hispanic, Native American, Asian American or Pacific Islander.

What can YOU do to prevent or control diabetes?

In a major study, lifestyle changes decreased the risk of developing type 2 diabetes by 58% over a 3-year period. These lifestyle changes were effective for all ages and ethnic groups. So what can you do to prevent or control diabetes?

- ◆ If you are overweight, lose as little as 5-7% of your current body weight by eating a healthy diet and getting more exercise (that would be 10 to 14 pounds, if you weigh 200 lbs).
- ◆ Make wise food choices most of the time.

- ◆ Limit fat, salt, and alcohol.
- ◆ Eat at least 5 servings of vegetables or fruits every day.
- ◆ Be sure you know how much is in a serving of food (i.e. 1 slice bread, ½ cup raw vegetables, 1 medium size piece of fruit, 1 cup low-fat milk, 3-4 oz. of lean meat, fish or chicken, 1 tsp margarine).
- ◆ Get at least 30 minutes of exercise at least 5 days a week.
- ◆ Manage your stress.

If you are overweight, do not exercise, have a family history of diabetes, or have any of the other risks above, talk to your health care provider about being tested for diabetes or pre-diabetes.

### **Adoption: SNAP to it! Daniel is the SNAP Child of the Week**

SNAP is the Special Needs Adoption Program. This program operates statewide to recruit families to adopt and or foster Kentucky's waiting children.



View SNAPs Web Site at: <http://cfc.state.ky.us/cbs-snap/>

### **Secretary, leadership staff address concerns at forums**

*By Anya Armes Weber*



More than 1,000 Frankfort staff attended Secretary James Holsinger's quarterly forums this week. Holsinger thanked employees for being involved in the sessions since that is how he learns about our workplace concerns.

"The jobs you have aren't easy jobs," he said. "I am proud of your commitment."

Holsinger said the cabinet could not officially participate the state's employee recognition week last month because executive staff were busy with the health insurance issue and the legislature's special session.

"We will reschedule our events to a time when all of us can be involved," he said. "We want to say thank you because our whole leadership team appreciates what you do."

Holsinger was joined by a leadership panel who helped him answer questions about topics ranging from flex time to health insurance.

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A summary of the forums -- including the employee question and answer sessions -- will be posted on the cabinet intranet next week. Field staff will have access to a video of the forum, too.

### Flex time options announced

At the forums, Dr. Duane Kilty, undersecretary for administrative and fiscal affairs, said staff may choose to work one of six flexible work schedules with supervisor and department approval.

Within a 7 a.m.-6 p.m. workday, staff can work:

- ◆ Regular hours (8 a.m.-4:30 p.m.)
- ◆ A five-day week with different daily start and end times
- ◆ A compressed week of 4½ days equaling 37.5 hours
- ◆ A four-day week equaling 37.5 hours
- ◆ An alternating schedule of a 40-hour, five-day week and a 35-hour, four-day week, which averages to 37.5 hours a week.

The final option is a rotating schedule that would depend on particular situations. This option may be useful for hospital staff, Kilty said.

"A flex schedule can be good for productivity and morale," he said.

Kilty said staff would receive written notification of the flex options in the next few weeks.

### Employee Spotlight: April Vandeventer, DCBS Deputy Commissioner

By Anya Armes  
Weber

As deputy commissioner of the Department for Community Based Services, April Vandeventer said her focus is on prevention and intervention.



"The work of DCBS affords us the opportunity to effectively address the complex issues that families in Kentucky often experience."

That's why Comprehensive Family Services -- a holistic approach to helping customers -- is good, she said.

"It allows us to collaborate with community partners to identify individuals and families who have a need or are in

crisis in order to muster resources and wrap services around them."

Vandeventer was named DCBS deputy commissioner on Oct. 1, but she's not new to the cabinet.

Originally from Louisville, Vandeventer earned a bachelor of arts in psychology from the University of North Carolina-Charlotte in 1975. She worked in the former Department for Social Services from 1979 until 1993.

She graduated from Spalding University with a master of arts in clinical and counseling psychology in 1987.

She was awarded the doctor of psychology degree from Spalding University in 1995. She completed a year-long internship at the Cincinnati Veterans Administration Medical Center with an emphasis in neuropsychology and chemical dependency treatment.

Vandeventer became a consultant at the then Cabinet for Families and Children in 2000 and was named service region administrator in Lincoln Trail the following year.

She moved to the cabinet's central office as director of the Division of Protection and Permanency in 2002 and returned to Lincoln Trail in 2003.

She has practiced privately in Louisville and Frankfort and served as an adjunct assistant professor at Spalding University's School of Professional Psychology.

Vandeventer received tuition assistance from the state for her continuing education at Spalding and appreciates the staff who are pursuing their degrees.

"I do know how hard it is to be going to school and working full time," she said.

The investment pays high dividends for the cabinet and its customers, Vandeventer said.

"The benefit to the cabinet is in terms of knowledge and skill of the work force, which can translate directly to better service delivery," she said. "We work with increasingly complex cases, and the families we help face significant challenges." Every bit of expertise staff can bring may result in improved functioning for individuals and families.

One of Vandeventer's biggest personal challenges was fighting breast cancer. Diagnosed around Christmas of 2002, she underwent chemotherapy and radiation during the next year and has been in remission since.

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"I have an extremely supportive husband, a great oncologist and wonderful friends," Vandeventer said. "My husband David even thought I was gorgeous when I was bald."

The couple lives in Lawrenceburg on the 30 acres they refer to as "Kokopelli Farm." Named for the Native American spirit for rejuvenation of the earth, the Vandeventer home is a refuge for animals – cats, dogs and horses.

"I'm a sucker for homeless animals," Vandeventer said. "Our latest acquisition was a blind Chow named Doc" after the family veterinarian.

Vandeventer keeps a picture of the Chinese symbol for "crisis." It loosely translates to "opportunity on the wings of danger," she said.

"Families come to the Department for Community Based Services in crisis for any number of reasons – financial needs, child abuse and neglect, adult abuse and exploitation – and we have the privilege of working with them in order to make a difference in their lives. In turn, the work that we do makes a difference in our lives"

Vandeventer recalled that as a caseworker with few resources, helping families through their crises can become frustrating. Front line staff want to deliver effective services.

"What helped me was to focus on the work rather than the frustrations of the job," she said. "You focus on one family at a time, one adult at a time, one child at a time.

You do make a difference, but sometimes you don't know it immediately or at all," she said. "The impact continues in the lives of the individuals and families of Kentucky."

### Program Spotlight: Cabinet Wellness Committee Appointed



Cabinet Secretary James Holsinger appointed 22 employees to the Cabinet for Health and Family Services Wellness Committee on Wednesday. The group is charged with creating a climate that fosters better wellness for Cabinet employees.

"This is part of a whole new focus for our Cabinet to make it easier for people to be healthy," said Deputy Secretary of the Cabinet Delanor Manson. "The focus of this committee demonstrates the Secretary – and Governor Fletcher's – commitment to improving health for our entire state. We hope this effort will help stimulate the people in our Cabinet to reduce risk factors and make positive lifestyle choices."

The Wellness Committee will serve in an advisory role, reporting to Secretary Holsinger on a regular basis. A full-time Wellness Coordinator for the entire Cabinet, to be based in the Department for Public Health as part of a federal grant, will be hired soon to assist in implementing Committee recommendations. There will be five major areas of focus to begin with: wellness awareness, physical activity, nutrition, breastfeeding and smoking cessation.

The program is an expansion of a three-year effort to facilitate employee wellness based in the Department for Public Health. This former group developed a proposal that is serving as the basis for the expanded efforts of the Wellness Committee.

"Because we have had a program, we can make a concerted push forward now and be a model for the state. Our Cabinet is filled with people who know the health care arena with expertise that will benefit our employees and all Kentuckians," said Deputy Secretary Manson.

The five areas of focus were chosen based on research by the initial former Public Health group on worksite wellness practices and a look at health issues in Kentucky. Kentucky currently has the fourth highest rate of obesity in the nation, and the state consistently ranks high on lack of physical activity. Earlier this year, the Department for Public Health partnered with the Get Healthy Kentucky! initiative begun by Governor Fletcher to hold a series of nine forums to discuss obesity around the state; more than 1200 people attended. The Wellness Committee is part of the administration's multi-faceted effort to improve the health of Kentuckians.

The 22 employees appointed to the Wellness Committee applied through their chain of command and have the full support of their supervisors and the Cabinet's senior leadership team. They will gather ideas, suggestions and make plans for wellness activities in the Cabinet as well as evaluating current practices and implementing new strategies. The membership reflects the diversity of the Cabinet, with employees coming from throughout its programs.

Initially, the group will meet on a monthly basis, but that may change as work progresses. However, the focus will be on continuous activities aimed at employee wellness. A kick-off of activities is slated for early December.



The Wellness Committee will be Frankfort-based for the first six months, after which its efforts will be evaluated. Another evaluation will take place at the one-year mark and eventually the Cabinet would like to include all employees statewide in the program.

Deputy Secretary Manson pointed out that the Cabinet has two fitness advocates as its top leadership – herself and Secretary Holsinger – both of who make a concerted effort to eat well and exercise several times a week. She defines wellness as including physical, mental and family health.

“Many people find making the changes required to be healthy overwhelming. They ask: where do I start? What this committee and the Wellness Coordinator will do is look at current activities and lifestyles of our employees and help to make it less daunting for people,” said Deputy Secretary Manson. “Wellness is something all Kentuckians should be focused on, and especially those who work with the Health and Family Services Cabinet.”

The members of the committee are:

Jan Beauchamp, Department for Public Health  
Brian Boisseau, Department for Public Health  
Sandra Brock, Office of the Undersecretary for Human Services  
Faith Burns, Office of Legal Services  
Jane Corder, Office of the Undersecretary for Health  
Becky Derifield, Department of Public Health  
Pamela Green, Office of Human Resource Management  
Victoria Greenwell, Department for Public Health  
Kate Gresham, Department for Public Health  
Jennye Grider, Department for Public Health  
Firas Hamza, Office of Information Technology  
Noel Harilson, Department for Medicaid Services  
Joyce Jennings, Division of Women’s Mental and Physical Health  
Jean Kendell, Office of Human Resource Management  
Janice Lunsford, Department for Mental Health/Mental Retardation Services  
Marvin Miller, Department for Public Health  
Linda Piker, Department for Public Health  
Sara Robeson, Department for Public Health  
Curtis Rowe, Department for Public Health  
Jan Thornton, Department for Medicaid Services  
Colby Wagoner, Department for Public Health  
Emma Walters, Department for Public Health  
Gayle Yocum, Department for Community-Based

## **WAVE-TV 3 to air call-in show on Medicare Prescription Discount Drug Card**

Louisville television station WAVE-TV 3 is partnering with the state Cabinet for Health and Family Services to provide information and answer questions about the Medicare-Approved Prescription Drug Discount Card program.

The station will air live call-in programs during the 5 p.m. news on three consecutive Thursdays during November. The first show aired on Nov. 4 and the remaining call-in shows will take place Nov. 11 and 18.

WAVE will provide phone lines manned by State Health Insurance Assistance Program (SHIP) counselors who will take calls from viewers and provide information and referrals regarding the drug discount card to eligible Medicare recipients.

Steve Langford, Vice President and General Manager for WAVE-TV 3, said the station is dedicated to providing informative public service programming, such as the discount drug card call-in show. “It is what we do,” he said. “Getting measurable results for people makes one sleep at night.”

In Kentucky, SHIP, part of the Division of Aging Services, provides education about the Medicare- Approved Prescription Drug Discount Card program. SHIP provides free information, counseling and assistance to seniors and disabled individuals, their families and caregivers. SHIP Coordinators serve in each of the state’s 15 Area Development Districts.

“We’re grateful to WAVE for this opportunity to help low-income Medicare recipients make informed health care decisions,” said Tihisha Rawlins, SHIP State Director.

During the broadcasts, viewers may call a phone number, which will be displayed throughout the program. Phone bank operators will be prepared to answer questions and refer callers for enrollment and other services. For additional information, call SHIP at 1-877-293-7447.

## **A message from Governor Ernie Fletcher: Commonwealth Connection, reduced rates at state parks**

November 4, 2004

I want to take this opportunity to thank you for all you are doing to make state government operate better and more efficiently. Together, we are working to make a huge difference in the lives of people throughout this great Commonwealth. I appreciate your individual efforts.



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One of the many benefits of being a state employee is being able to take advantage of our annual Commonwealth Connection program, offering you greatly reduced rates on lodge rooms and cottages at Kentucky state parks. From November 1 through February 28, 2005, we have lowered the price you pay to the following:

Lodge rooms: \$39/night

One-bedroom cottages: \$69/night

Two-bedroom cottages \$79/night

Three-bedroom cottages: \$89/night

You may now make reservations on-line using our new reservation system. Log onto [www.Kentuckytourism.com](http://www.Kentuckytourism.com), and click on the icon at the bottom of the page entitled "Park Lodge Reservations." Select the park you wish to visit. You will then be prompted to enter information as to your length of stay and number of guests. When you see a box on the right side of the screen entitled "Promo Code," type in "CC5" and you will have access to the lower rates. If you prefer to reserve by phone, call 1-800-255-PARK (7275) and select your resort park. Once you are connected to that park, you may request your special "Commonwealth Connection" rate. Rooms and cottages are subject to availability, and you may not use this offer in conjunction with any other offer.

This is a great opportunity to schedule the remainder of your vacation or comp time, and to take advantage of Kentucky's beauty during the colorful fall season and the striking winter wonderland that is Kentucky.

Thank you again for your service to Kentucky. Glenna and I hope you are able to take advantage of our beautiful state park system.

Sincerely,

Ernie Fletcher

### **Kentucky Study on Cooper Clayton Smoking Cessation Study Enrolling Participants**

The Kentucky Cancer Program and its partners are seeking volunteers as part of a research study to determine the usefulness of the new self-help version of the Cooper/Clayton Method to Stop Smoking.

The study began in March 2004, but is still enrolling participants. Employees who smoke can contact the National Cancer Institute's Smoking Quitline (1-877-44U-QUIT), the Kentucky Cancer Program office in their area or their local

health department's Tobacco Coordinator for more information on enrolling in the study.

Participants do not have to travel anywhere to participate and will receive a free self-help smoking cessation kit. No nicotine replacement products are included.

The self-help method to stop smoking was developed by Drs. Thomas Cooper and Richard Clayton. A self-help kit containing a video and book will be free for participants. The video and book contain twelve one-hour sessions of skills training to be used once a week in conjunction with Nicotine Replacement Therapy (such as the patch, gum or lozenge). Additional support options will also be included in the self-help kit for the study only.

For more information or to obtain copies of flyers about the study, contact RaeAnne Davis at (859)219-0772, ext. 251.

### **Health Tip of the Week - Winterize your vehicle early**

*By Anne Parr, R.N.*

Be prepared against the first blast of winter. Avoid automobile gas line freeze ups by keeping your gas tank greater than half full at all times. Make sure that your vehicle has adequate antifreeze. Check to see if your tires have good traction and are inflated to the right pressure. Test your heater and defroster to ensure they work properly. If your battery is over three-years-old, check the charge level; it should have a full charge. Always carry a good ice scraper and other wintertime items that might come in handy such as cat litter to place under tires to help with traction and a blank and other emergency supplies.



### **CHFS 2004 Employee Satisfaction Survey**

Have you received the training necessary to be successful in your job? Does your supervisor treat you fairly and with respect? Do you have the equipment needed to perform your job?



These are just some of the questions presented in the CHFS 2004 Employee Satisfaction Survey. The Office of Human Resource Management will be conducting the survey from November 9 through November 22. Employees will be able to complete the survey during these dates through the CHFS intranet web site (or print and fill out if preferable).





OHRM and Cabinet leadership will analyze the results and work with the offices and departments to make positive changes. Therefore, the only way this process will work is if employees respond. Otherwise stated, we cannot help to make improvements unless you express your concerns and issues.

Responses are completely anonymous. There is no need to sign the survey, and there will be no record kept (no 'cookies', in computer jargon) of the computer used during the submission of the survey.

### DDS holds Halloween costume contest for KECC

DDS employees gathered last week to hold a Halloween costume contest.

The costume contest, sponsored by KECC, was fun for everyone. Prizes were given for the funniest, scariest, and most original costumes. Donations to KECC were accepted in order to enter the contest.



The winners were as follows:

Funniest - Martha Stewart, Bonnie Cox (Top)

Scariest - Captain Hook, Regina Sims (Bottom right)

Most Original - Morticia, Doug Groce (Bottom, far left)



### Employee Enrichment

By Anya Armes Weber



In general, we retain 10 percent of what we read, 20 percent of what we hear and 95 percent of what we teach someone else to do. Never skip an opportunity to pass along your skills or knowledge to another person. You'll both benefit from the lesson.

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